UNITED STATES PATENT AND TRADEMARK OFFICE

APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
09/677,993	10/03/2000	Curt J. Witte	9201-3	5689

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EXAMINER
HECK, MICHAEL C

ART UNIT	PAPER NUMBER
3623	

DATE MAILED: 05/07/2004

Please find below and/or attached an Office communication concerning this application or proceeding.

PTO-90C (Rev. 10/03)

	Application No.	**Applicant(s)**
Office Action Summary	09/677,993	WITTE ET AL.
	Examiner	**Art Unit**
	Michael Heck	3623

-- The MAILING DATE of this communication appears on the cover sheet with the correspondence address --

Period for Reply

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE <u>3</u> MONTH(S) FROM
THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed
  after SIX (6) MONTHS from the mailing date of this communication.
- If the period for reply specified above is less than thirty (30) days, a reply within the statutory minimum of thirty (30) days will be considered timely.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133).
  Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any
  earned patent term adjustment. See 37 CFR 1.704(b).

Status

1) ☒ Responsive to communication(s) filed on *17 February 2004*.

2a) ☐ This action is **FINAL**.   2b) ☒ This action is non-final.

3) ☐ Since this application is in condition for allowance except for formal matters, prosecution as to the merits is
closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

Disposition of Claims

4) ☒ Claim(s) *1,3-14,16-23,25,26,28-39,41-48,50-61 and 63-69* is/are pending in the application.

    4a) Of the above claim(s) _____ is/are withdrawn from consideration.

5) ☐ Claim(s) _____ is/are allowed.

6) ☒ Claim(s) *1,3-7,10-14,16-23,25,26,28-32,35-39,41-48,50-54,57-61 and 63-69* is/are rejected.

7) ☒ Claim(s) *8,9,33,34,55 and 56* is/are objected to.

8) ☐ Claim(s) _____ are subject to restriction and/or election requirement.

Application Papers

9) ☐ The specification is objected to by the Examiner.

10) ☒ The drawing(s) filed on *03 October 2000* is/are: a) ☒ accepted or b) ☐ objected to by the Examiner.

    Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).

    Replacement drawing sheet(s) including the correction is required if the drawing(s) is objected to. See 37 CFR 1.121(d).

11) ☐ The oath or declaration is objected to by the Examiner. Note the attached Office Action or form PTO-152.

Priority under 35 U.S.C. § 119

12) ☐ Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f).

    a) ☐ All   b) ☐ Some * c) ☐ None of:

      1. ☐ Certified copies of the priority documents have been received.

      2. ☐ Certified copies of the priority documents have been received in Application No. _____.

      3. ☐ Copies of the certified copies of the priority documents have been received in this National Stage
application from the International Bureau (PCT Rule 17.2(a)).

    * See the attached detailed Office action for a list of the certified copies not received.

Attachment(s)

1) ☒ Notice of References Cited (PTO-892)

2) ☐ Notice of Draftsperson's Patent Drawing Review (PTO-948)

3) ☐ Information Disclosure Statement(s) (PTO-1449 or PTO/SB/08)
    Paper No(s)/Mail Date _____.

4) ☐ Interview Summary (PTO-413)
    Paper No(s)/Mail Date. _____.

5) ☐ Notice of Informal Patent Application (PTO-152)

6) ☐ Other: _____.

DETAILED ACTION

1.   This second Office Action is responsive to applicant's amendment filed 17 February

2004. Applicant's amendment of 17 February 2004 amended claims 1, 10, 23, 26, 35, 48, and

57, and canceled claims 2, 15, 24, 27, 40, 49, and 62. Currently, claims 1, 3-14, 16-23, 25, 26,

28-39, 41-48, 50-61, and 63-69 are pending.

Response to Amendment

2.   The objection to the drawings in the First Office Action is withdrawn in response to the

applicant's amendment to the specification.

3.   The objection to the specification in the First Office Action is withdrawn in response to

the applicant's amendment to the abstract.

Response to Arguments

4.   Applicant's arguments, see page 26, lines 8-24, filed 17 February 2004, with respect to

the rejection of claims 1, 10, 23, 26, 35, 48, and 57 under 35 U.S.C. 102(a) have been fully

considered and are persuasive. Therefore, the rejection has been withdrawn. However, upon

further consideration, a new ground(s) of rejection is made in view of newly found prior art

reference. Applicant argues that the claimed "accessing a fact table" and using "an inference

engine" are characteristic of an expert system, not simply using a computer to access a database.

As to the applicant's argument, Li (U.S. Patent 4,910,660) discloses a self-optimizing machine

and method that actively computes, and automatically sets at, the instantaneous optimum

combinations of the many relevant variables in various categories, with instant feed-back to

supply data for immediate re-planning, retesting, and re-optimizing, all without human intervention. The microprocessor can instantly rank the n test results to determine the optimum performance on test k, which, by definition, has the instantaneous optimal variables combination. Each expert system typically has as its components the knowledge base, an inference engine, a knowledge acquisition module, and explanatory interface. Li's self-optimizing machine always has a knowledge acquisition module to generate the required knowledge bases in a particular domain of interest. These knowledge bases are automatically codeable into an inference engine to provide "advices" as it outputs (col. 3, lines 48-54, col. 6, lines 47-51, and col. 7, lines 31-39). The following 35 U.S.C. 103(a) rejections apply.

Claim Rejections - 35 USC § 103

5.   The following is a quotation of 35 U.S.C. 103(a) which forms the basis for all obviousness rejections set forth in this Office action:

> (a) A patent may not be obtained though the invention is not identically disclosed or described as set forth in section 102 of this title, if the differences between the subject matter sought to be patented and the prior art are such that the subject matter as a whole would have been obvious at the time the invention was made to a person having ordinary skill in the art to which said subject matter pertains. Patentability shall not be negatived by the manner in which the invention was made.

6.   **Claims 1, 3-7, 10, 12-14, 16-23, 25, 26, 28-32, 35, 37- 39, 41-48, 50-54, 57, 59-61**, and **63-69** are rejected under 35 U.S.C. 103(a) as being unpatentable over Business/Technology Editors (Business/Technology Editors, Webhire Links Corporate Recruiting Desktops to Over 2,000 Job Posting Sites, Business Wire, New York, March 2, 2000 [PROQUEST]) in view of Li (U.S. Patent 4,910,660). Business/Technology Editors disclose a method, system, and computer program products for selecting a job post site to which a job opening description may be posted by ranking job post sites based on one or more selection criteria comprising:

- **[Claim 1]** obtaining at least one job post site selection criterion (Business/Technology Editors, Para 4, Business/Technology Editors teaches an online tool that helps target jobs to the most appropriate online destination. Implicitly, a selection criterion is employed);

- selecting the job post site from the plurality of job post sites based on the ranking of the plurality of job post sites (Business/Technology Editors, Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career sites, professional organizations and job boards. Corporate recruiters indicate the type of position they are filling and quickly receive an online listing of the specific job sites within the service that are most likely to attract qualified candidates for those specific openings.).

Business/Technology Editors fail to teach automatically ranking a plurality of job post sites based on the at least one job post site selection criterion, comprising: accessing a fact table that contains data relevant to the at least one job post site selection criterion; and using an inference engine to process the at least one job post site selection criterion and the fact table to rank the plurality of job post sites based on the at least one job post site selection criterion. Li (U.S. Patent 4,910,660) teaches a self-optimizing machine and method that actively computes, and automatically sets at, the instantaneous optimum combinations of the many relevant variables in various categories, with instant feed-back to supply data for immediate re-planning, retesting, and re-optimizing, all without human intervention. The microprocessor can instantly rank the n test results to determine the optimum performance on test k, which, by definition, has the instantaneous optimal variables combination. Each expert system typically has as its components the knowledge base, an inference engine, a knowledge acquisition module, and explanatory interface. Li's self-optimizing machine always has a knowledge acquisition module to generate the required knowledge bases in a particular domain of interest. These knowledge bases are automatically codeable into an inference engine to provide "advices" as its outputs (col. 3, lines 48-54, col. 6, lines 47-51, and col. 7, lines 31-39). It would have been obvious to

one of ordinary skill in the art at the time of the applicant's invention to use the expert system of

Li with the teachings of the Business/Technology Editors because the Business/Technology

Editors teach that it is old and well known to use a computer via the Internet to provide

interactive solutions to help recruiters target jobs to the most appropriate destinations (Para 1).

Reducing project cycle time translates to opportunities to realize quicker benefits of decisions.

Utilizing computers with expert systems allows the user to identify desired information and the

computer does the rest. The user sees results quickly and makes decisions in a timely manner

allowing them to complete their project quickly. Therefore, utilizing a computer expert system

reduces project cycle time and allows the user to realize faster benefits from their decisions.

- [Claim 3] obtaining a geographic location criterion; obtaining a skill set criterion; and obtaining a job post site performance criterion that is indicative of a value of a job post site in acting as a source for candidates (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career site. Corporate recruiters quickly receive an online listing of the specific job sites within the service that are most likely to attract qualified candidates. Job site searches can also be targeted regionally or focused on specific attributes, such as diversity candidates or college graduates.).

- [Claim 4] identifying job post sites of the plurality of job post sites that satisfy the geographic location criterion; ranking the identified job post sites that satisfy the geographic location criterion based on the job post site performance criterion to generate a geographic location and job post site performance ranked list of job post sites; identifying job post sites of the plurality of job post sites that satisfy the skill set criterion; and ranking the identified job post sites that satisfy the skill set criterion based on the job post site performance criterion to generate a skill set and job post site performance ranked list of job post sites (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career site. Corporate recruiters quickly receive an online listing of the specific job sites within the service that are most likely to attract qualified candidates. Job site searches can also be targeted regionally or focused on specific attributes, such as diversity candidates or college graduates.).

- [Claim 5] accessing a geographic location fact table that contains data relevant to the geographic location criterion; accessing a job post site performance fact table that contains data relevant to the job post site performance criterion; using an inference

engine to process the geographic location criterion and the geographic location fact table to identify the job post sites of the plurality of job post sites that satisfy the geographic location criterion; and using the inference engine to process the identified job post sites that satisfy the geographic location criterion, the job post site performance criterion, and the job post site performance fact table to rank the identified job post sites that satisfy the geographic location criterion based on the job post site performance criterion (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career site. Corporate recruiters quickly receive an online listing of the specific job sites within the service that are most likely to attract qualified candidates. Job site searches can also be targeted regionally or focused on specific attributes, such as diversity candidates or college graduates. Inherently, a computer is used with access to a database.).

-   [Claim 6] accessing a skill set fact table that contains data relevant to the skill set criterion; accessing a job post site performance fact table that contains data relevant to the job post site performance criterion; using an inference engine to process the skill set criterion and the skill set fact table to identify the job post sites of the plurality of job post sites that satisfy the skill set criterion; and using the inference engine to process the identified job post sites that satisfy the skill set criterion, the job post site performance criterion, and the job post site performance fact table to rank the identified job post sites that satisfy the skill set criterion based on the job post site performance criterion (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career site. Corporate recruiters quickly receive an online listing of the specific job sites within the service that are most likely to attract qualified candidates. Job site searches can also be targeted regionally or focused on specific attributes, such as diversity candidates or college graduates. Inherently, a computer is used with access to a database.).

-   [Claim 7] combining the geographic location and job post site performance ranked list of job post sites with the skill set and job post site performance ranked list of job post sites to generate a geographic location, skill set, and job post site performance ranked list of job post sites (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career site. Corporate recruiters quickly receive an online listing of the specific job sites within the service that are most likely to attract qualified candidates. Job site searches can also be targeted regionally or focused on specific attributes, such as diversity candidates or college graduates. Inherently, a computer is used with access to a database.).

-   [Claim 10] obtaining at least one job post site selection criterion (Business/Technology Editors: Para 4, Business/Technology Editors teaches an

online tool that helps target jobs to the most appropriate online destination. Implicitly, a selection criterion is employed);

- automatically ranking a plurality of job post sites based on the at least one job post site selection criterion, comprising: accessing a fact table that contains data relevant to the at least one job post site selection criterion (Business/Technology Editors, Para 6: Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career sites. Implicitly, the career sites are identified and ranked. Li: col. 7, lines 34-39, Li teaches a self-optimizing machine always has a knowledge acquisition module to generate the required knowledge bases in a particular domain of interest.); and

- using an inference engine to process the at least one job post site selection criterion and the first fact table to rank the plurality of job post sites based on the at least one job post site selection criterion (Li: col. 3, lines 48-54, col. 6, lines 47-51, and col. 7, lines 31-39. Li teaches a self-optimizing machine and method that actively computes, and automatically sets at, the instantaneous optimum combinations of the many relevant variables in various categories, with instant feed-back to supply data for immediate re-planning, retesting, and re-optimizing, all without human intervention. The microprocessor can instantly rank the n test results to determine the optimum performance on test k, which, by definition, has the instantaneous optimal variables combination. Each expert system typically has as its components the knowledge base, an inference engine, a knowledge acquisition module, and explanatory interface. Li's self-optimizing machine always has a knowledge acquisition module to generate the required knowledge bases in a particular domain of interest. These knowledge bases are automatically codeable into an inference engine to provide "advices" as it outputs);

- selecting at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career sites. Corporate recruiters indicate the type of position they are filling and quickly receive an online listing of the specific job sites within the service that are most likely to attract qualified candidates for those specific openings.); and

- posting the job opening description to the selected at least one job post site (Business/Technology Editors: Para 5, Business/Technology Editors teaches The corporate recruiters enter a job description once, and within just a few mouse clicks, send that job to any or all of the recruiting destinations.).

- [**Claim 12**] displaying the ranked plurality of job post sites to an end user (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate

career site. Corporate recruiters indicate the type for position they are filling, for example, engineering or accounting, and quickly receive an online listing of the specific job sites within the service that are most likely to attract qualified candidates. Job site searches can also be targeted regionally or focused on specific attributes, such as diversity candidates or college graduates. Li: col. 3, lines 48-54, col. 6, lines 47-51, and col. 7, lines 31-39, Li teaches a self-optimizing machine and method that actively computes, and automatically sets at, the instantaneous optimum combinations of the many relevant variables in various categories, with instant feed-back to supply data for immediate re-planning, retesting, and re-optimizing, all without human intervention. The microprocessor can instantly rank the n test results to determine the optimum performance on test k, which, by definition, has the instantaneous optimal variables combination. The self-optimizing machine always has a knowledge acquisition module to generate the required knowledge bases in a particular domain of interest. These knowledge bases are automatically codeable into an inference engine to provide "advices" as its outputs.); and

-   obtaining user input to select the at least one job post site from the ranked plurality of job post sites from the end user (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career site. Corporate recruiters indicate the type for position they are filling, for example, engineering or accounting, and quickly receive an online listing of the specific job sites within the service that are most likely to attract qualified candidates. Job site searches can also be targeted regionally or focused on specific attributes, such as diversity candidates or college graduates.).

-   [Claim 13] selecting the at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites independent of user input (Li: col. 3, lines 48-54, col. 6, lines 47-51, and col. 7, lines 31-39, Li teaches a self-optimizing machine and method that actively computes, and automatically sets at, the instantaneous optimum combinations of the many relevant variables in various categories, with instant feed-back to supply data for immediate re-planning, retesting, and re-optimizing, all without human intervention. The microprocessor can instantly rank the n test results to determine the optimum performance on test k, which, by definition, has the instantaneous optimal variables combination. The self-optimizing machine always has a knowledge acquisition module to generate the required knowledge bases in a particular domain of interest. These knowledge bases are automatically codeable into an inference engine to provide "advices" as its outputs. Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career site.)

-   [Claim 14] converting the job opening description into a format compatible with the selected at least one job post site; and sending the converted job opening description to the at least one job post site (Business/Technology Editors, Para 5:

Business/Technology Editors teaches The corporate recruiters enter a job description once, and within just a few mouse clicks, send that job to any or all of the recruiting destinations. Implicitly, the job opening is formatted to be compatible with the recruiting destination.).

- [Claim 16] obtaining a job post site performance criterion that is indicative of a value of a job post site in acting as a source for candidates; and wherein the at least one job post site selection criterion comprises: a geographic location criterion; and a skill set criterion (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career site. Corporate recruiters quickly receive an online listing of the specific job sites within the service that are most likely to attract qualified candidates. Job site searches can also be targeted regionally or focused on specific attributes, such as diversity candidates or college graduates.).

- [Claim 17] identifying job post sites of the plurality of job post sites that satisfy the geographic location criterion; automatically ranking the identified job post sites that satisfy the geographic location criterion based on the job post site performance criterion to generate a geographic location and job post site performance ranked list of job post sites; identifying job post sites of the plurality of job post sites that satisfy the skill set criterion; and automatically ranking the identified job post sites that satisfy the skill set criterion based on the job post site performance criterion to generate a skill set and job post site performance ranked list of job post sites (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career site. Corporate recruiters quickly receive an online listing of the specific job sites within the service that are most likely to attract qualified candidates. Job site searches can also be targeted regionally or focused on specific attributes, such as diversity candidates or college graduates.).

- [Claim 18] automatically ranking the geographic location and job post site performance ranked list of job post sites with the skill set and job post site performance ranked list of job post sites to generate a geographic location, skill set, and job post site performance ranked list of job post sites (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career sites. Job site searches can be targeted regionally. Implicitly, the career sites are identified and ranked).

- [Claim 19] selecting the job post sites in the geographic location, skill set, and job post site performance ranked list of job post sites (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career site. Corporate recruiters quickly receive an online listing of the specific job sites within the service that are most likely

to attract qualified candidates. Job site searches can also be targeted regionally or focused on specific attributes, such as diversity candidates or college graduates.).

- **[Claim 20]** converting the job opening description into a respective format compatible with a respective one of the job post sites in the geographic location, skill set, and job post site performance ranked list of job post sites; and sending the respective converted job opening description to the respective one of the job post sites in the geographic location, skill set, and job post site performance ranked list of job post sites (Business/Technology Editors: Para 5, Business/Technology Editors teaches The corporate recruiters enter a job description once, and within just a few mouse clicks, send that job to any or all of the recruiting destinations. Implicitly, the job opening is formatted to be compatible with the recruiting destination.).

- **[Claim 21]** displaying the geographic location, skill set, and job post site performance ranked list of job post sites to an end user (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career site. Corporate recruiters indicate the type for position they are filling, for example, engineering or accounting, and quickly receive an online listing of the specific job sites within the service that are most likely to attract qualified candidates. Job site searches can also be targeted regionally or focused on specific attributes, such as diversity candidates or college graduates. Li: col. 3, lines 48-54, col. 6, lines 47-51, and col. 7, lines 31-39, Li teaches a self-optimizing machine and method that actively computes, and automatically sets at, the instantaneous optimum combinations of the many relevant variables in various categories, with instant feed-back to supply data for immediate re-planning, retesting, and re-optimizing, all without human intervention. The microprocessor can instantly rank the n test results to determine the optimum performance on test k, which, by definition, has the instantaneous optimal variables combination. The self-optimizing machine always has a knowledge acquisition module to generate the required knowledge bases in a particular domain of interest. These knowledge bases are automatically codeable into an inference engine to provide "advices" as its outputs.); and

- obtaining user input to select the at least one job post site for the geographic location, skill set, and job post site performance tanked list of job post sites fro the end user (Business/Technology Editors: Para 6, Business/Technology Editors teaches the online job site search tool helps recruiters target their jobs to the most appropriate career site. Corporate recruiters indicate the type for position they are filling, for example, engineering or accounting, and quickly receive an online listing of the specific job sites within the service that are most likely to attract qualified candidates. Job site searches can also be targeted regionally or focused on specific attributes, such as diversity candidates or college graduates.).

- [Claim 22] converting the job opening description into a format compatible with the at least one job post site from the geographic location, skill set, and job post site performance ranked list of job post sites obtained from the end user; and sending the converted job opening description to the at least one job post site from the geographic location, skill set, and job post site performance ranked list of job post sites obtained from the end user (Business/Technology Editors: Para 5, Business/Technology Editors teaches The corporate recruiters enter a job description once, and within just a few mouse clicks, send that job to any or all of the recruiting destinations. Implicitly, the job opening is formatted to be compatible with the recruiting destination.).

Claims 23, 25, 26, 28-32, 35, 37-39, 41-48, 50-54, 57, 59-61, and 63-69 substantially recites the same limitations as that of claims 1, 3-7, 10, 12-14, and 16-22 with the distinction of the recited method being a system and a computer program product. Hence the same rejection for claims 1, 3-7, 10, 12-14, and 16-22 as applied above applies to claims 23, 25, 26, 28-32, 35, 37-39, 41-48, 50-54, 57, 59-61, and 63-69.

7.   Claims 11, 36 and 58 are rejected under 35 U.S.C. 103(a) as being unpatentable over Business/Technology Editors (Business/Technology Editors, Webhire Links Corporate Recruiting Desktops to Over 2,000 Job Posting Sites, Business Wire, New York, March 2, 2000 [PROQUEST]) in view of Sundaresan (U.S. Patent 6,681,223). As to Claim 11, Business/Technology Editors disclose a method, system, and computer program products for selecting a job post site to which a job opening description may be posted by ranking job post sites based on one or more selection criteria but fail to teach the job opening description comprises an extensible markup language (XML) data stream. Sundaresan teaches a profile matching system and method that matches the path extension (i.e. profile matching) in a structured or semi-structured document, such as an XML document (e.g., a resume with heading), to an indexed resource (i.e., an index). The GCS (Grand Central Station technology)

gatherer collects company submitted and crawled job postings, or simply scans newspapers and company web sites to collect job postings. The job postings may also be in HTML, text, or any other form. The GCS recognizer converts these to a common XML form with tags such as job title, salary, company name, location, job description, requirements, etc. It would have been obvious to one of ordinary skill in the art at the time of the applicant's invention to use an extensible markup language (XML) data stream of Sundaresan with the teachings of the Business/Technology Editors because the Business/Technology Editors teach integrated job posting where corporate recruiters enter a job description once, and with just a few mouse clicks, send that job to any or all of the over two thousand recruiting destinations now available (Para 5). Reducing project cycle time translates to opportunities to realize quicker benefits of decisions. Being able to efficiently interchange data from one business to another using XML reduces the time it takes to process the data, therefore, reducing the project cycle time and allowing for quicker benefits from the transaction.

Claims **36** and **58** substantially recites the same limitations as that of claim 11 with the distinction of the recited method being a system and a computer program product. Hence the same rejection for claim 11 as applied above applies to claims 36 and 58.

Allowable Subject Matter

8.   Claims **8, 9, 33, 34, 55, and 56** are objected to as being dependent upon a rejected base claim, but would be allowable if rewritten in independent form including all of the limitations of the base claim and any intervening claims.

Conclusion

9.   The prior art made of record and not relied upon is considered pertinent to applicant's disclosure.

- Cookmeyer, II et al. (U.S. Patent 6,363,384) discloses an expert network analysis system that analyzes performance conditions and allows the expert system to rank the analyzed results in importance with respect to their relationship to the users established conditions.

- Khan (U.S. Patent 6,546,393) discloses a method for generating a prioritized network site directory where the site is added to a site directory that includes a set of categories and is then ranked in the category.

- Borck (Borck, Recruiting Systems Control Resume Chaos, InfoWorld, 24 July 2000 [PROQUEST]) discloses ICplanet's Web-based interface makes easy work of locating candidates. It provides a wealth of selection criteria (i.e., job category, special areas of specialization, geographical region) to help narrow or broaden the query results.

Any inquiry concerning this communication or earlier communications from the examiner should be directed to Michael C. Heck whose telephone number is (703) 305-8215. The examiner can normally be reached Monday thru Friday between the hours of 8:00am - 4:30pm.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Tariq R. Hafiz can be reached on (703) 305-9643.

Any inquiry of a general nature or relating to the status of this application or proceeding should be directed to the receptionist whose telephone number is (703) 308-1113.

Any response to this action should be mailed to:

Director of the United States Patent and Trademark Office
P.O. Box 1450
Alexandria, Virginia 22313-1450

Or faxed to:

(703) 872-9306   [Official communications; including After Final communications labeled "**Box AF**"]

(703) 746-9419   [Informal/Draft communication, labeled "**PROPOSED**" or "**DRAFT**"]

Hand delivered responses should be brought to Crystal Park 5, 2451 Crystal Drive, Arlington, Virginia, and the 7th floor receptionist.

mch
4 May 2004

TARIQ R. HAFIZ
SUPERVISORY PATENT EXAMINER
TECHNOLOGY CENTER 3600